

Disability Discrimination

Have you experienced discrimination?

An individual with a disability is a person who:

- ♦ Has a physical or mental impairment that substantially limits one or more major life activities;
- ♦ Has a record such an impairment; or
- ♦ Is regarded as having such an impairment.

A qualified employee or applicant with a disability is an individual who, with or without reasonable accommodation, can perform the essential functions of the job in question. Reasonable accommodation may include, but is not limited to:

- ♦ Making existing facilities used by employees readily accessible to and usable by persons with disabilities.
- ♦ Job restructuring, modifying work schedules, reassignment to a vacant position;
- ♦ Acquiring or modifying equipment or devices, adjusting or modifying examinations, training materials, or policies, and providing qualified readers or interpreters.

Title I of the American with Disabilities Act of 1990 prohibits private employers, state and local governments, employment agencies and labor unions from discriminating with 15 or more employees, against qualified individual with disabilities in

- job application procedures
- hiring
- firing
- advancement
- compensation
- job training
- and other terms, conditions, and privileges of employment.

Metro Human Relations Commission has been approved by Metro Council to make sure that all individuals within the area of Davidson County are free from discrimination because of race, color, religion, national origin, disability, or sex in connection with employment and there by protecting their interest and personal dignity.

Contact us, we can help!



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